

## Workshop Outcomes

- The company has created a consensus on the outcomes for the organization for the year, and they have broken the goals down into quarterly outcomes. The first quarter is broken down into fortnightly outcomes.
- Each participant has a newfound ease around communications.
- The company has agreed upon and implemented one tool for all stories and management of every outcome in the company (Jira or Asana – not both).
- Participants create a relatedness with one another as leaders and colleagues that are a resource they can turn to ongoingly.
- Stories that will fill the pipeline are created for at least 2 months of backlog.
- Every participant knows how to create a story in a way that it can be implemented in the organization.
- Everyone participates in a first Sprint generation meeting where the company decides upon the stories to be handled in Sprint 1 2019.
- The first Sprint assignments are complete and every team member knows what stories they are contributing to for the first Sprint.

| DAY 1                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| Introduction                             | Outcomes and purposes of the workshop.<br>Transparency and authenticity<br>Paired and group exercise                                                                                                                                                                                                                                                                                                                                               |
| Leadership and declaration of leadership | A leader is someone who has followers.<br>Everyone is a leader in some area.<br>Declaration of leadership: what have you declared as a leader? What has your organization declared? What does that assume others will declare?                                                                                                                                                                                                                     |
| Significance                             | What makes you unique? What makes your company unique? What do you take pride in as a businessperson/leader? What are the positive and negative impacts of that uniqueness? How can you express this same significance and mitigate the downsides? Where do you see other people in your organization expressing their significance in healthy and unhealthy ways? What can you do as a leader to encourage significance without the divisiveness? |
| Getting great proposals on the table     | Innovation: Explorer, artist, judge, warrior.<br>Good is the enemy of epic.<br>Why is consensus hard to reach?                                                                                                                                                                                                                                                                                                                                     |
| BREAKOUT Session                         | Brainstorm ideas for what would be goals for the company for the year (2-3 separate groups)                                                                                                                                                                                                                                                                                                                                                        |
| Decision tables                          | How do we prioritize                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Group work session                       | Creating a decision table and prioritizing the goals for the year.                                                                                                                                                                                                                                                                                                                                                                                 |
| DAY 2                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Review of day 1                          | Takeaways from Day 1: group discussion.                                                                                                                                                                                                                                                                                                                                                                                                            |
| Work session                             | Review and refine the goals from yesterday                                                                                                                                                                                                                                                                                                                                                                                                         |
| Alignment                                | Tiers of alignment: Values, behaviors (means to an end), outcomes, consequences.                                                                                                                                                                                                                                                                                                                                                                   |
| Company values review                    | Review of company values                                                                                                                                                                                                                                                                                                                                                                                                                           |

## Agenda

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| Unfolding a plan                                  | How do we create a plan stemming from our outcomes? Actions, outcomes, breakdowns and results. What do we do when we don't make an outcome? |
| Breakout session (3-6 groups), mixing encouraged. | Each team takes several of the outcomes/OKRs and breaks it down to quarters, sprints, weekly and daily actions and outcomes.                |
| Group work session                                | Teams present their breakdowns and get feedback.                                                                                            |
| Communications basics                             | Exercise with activity outside (dinner/evening activity)                                                                                    |

**DAY 3**

|                                       |                                                                                                                                                                                                                                                                                           |
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| Contracts and work attitude           | In our minds, contracts are always unfair. What happens in a company when contracts change? Status: Can you have a status in a non-hierarchical organization? How do we need to control our minds if we are to function in an organization where roles and statuses change every 2 weeks? |
| Presentation: Why why and why         | In preparation for the Great Sprint, what are the most important factors in presentation.                                                                                                                                                                                                 |
| Now we are ready                      | Explanation of how the great Sprint will work                                                                                                                                                                                                                                             |
| Group work session: The Great Sprint. | Presentation/discussion and prioritization of the stories, decision on what stories go for this sprint, and each person chooses the stories they belong to.                                                                                                                               |
| Review                                | What did you get? Are we ready to work? What are the gaps? What is missing so we get this done, no kidding, in 2 weeks.                                                                                                                                                                   |

**DAY 4 (if needed/half day)**

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| Responsibility                | Declaration of leadership: What can you see are the gaps now? Where are there gaps in others' leadership? Responsibility vs. Blame, how to eliminate blame while encouraging responsibility. |
| Inter-sprint responsibilities | Who does what within each sprint team.                                                                                                                                                       |

**Agenda**

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